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ANNUAL TECHNICAL REPORT

THE INFLUENCE OF PERSONALITY STRUCTURE ON INTERPERSONAL BEHAVIORS

URBAN LIFE RESEARCH INSTITUTE

TULANE UNIVERSITY

ONR CONTRACT N onr-475 (01)

MARCH 1, 1953

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Surgery, U. S. Navy. The Task Director is J. H. Rohrer.

The basic concern of the series of studies carried out under this contract has been the determination of personality factors influencing leader-follower relationships. In pursuit of this end three general lines of investigation have been explored. The first was the identification and measurement of personality characteristics which are pertinent to such relationships. The primary instruments utilized in this connection were the Rorschach test and the psychiatric interview. The second line of endeavour has been concerned with the influence of experimentally varied factors of individual experience on the development of leader-follower relationships. Here amount and type of previous practice and training have been the prime concern. Finally, in the interest of obtaining a more adequate criterion situation, a number of modifications of the basic experimental situation have been employed, and instructions and mechanical apparatus refined.

In carrying out these investigations certain assumptions have been consistently made. These assumptions are: (1) the individual personality configuration is made up of tendencies to react in interpersonal situations in ways that are habitual and stable; (2) primarily these tendencies are set up as a function of the interaction of genetic predispositions with early childhood experiences; (3) these tendencies, which develop through experiences, are modifiable through the application of known learning principles; and finally, (4) the

occurrence of interpersonal behaviors is a function of the specific stimulus conditions holding in the situation in which the ongoing behavior occurs.

The specific studies which will be reported in the body of this paper were designed to test particular aspects of a body of hypotheses which are general to the whole program of research. These hypotheses may be stated as follows:

1) That a distinctive personality configuration is related to functional leadership in an interpersonal situation. Stated differently, that an individual's motivational patterns are influenced by a second individual, holding situational determinants constant, and that the degree to which this influence operates is measurable operationally through the use of projective devices, such as the Rorschach test.

2) That an individual's personality predisposition to action in the status of "leader" or "follower" is relative to the personality configurations operating in the interpersonal situation; i.e., the designation of "leader" is related to, and dependent upon, the personality with which the interaction takes place. If this hypothesis is tenable, it follows that the individual who is a leader in one situation may be a follower in a second situation, the determinant of his status of "leader" or "follower" being a function of the way in which his personality interacts with the personality or personalities of other individuals in the interpersonal situation.

3) That training aimed at strengthening a personality predisposition to a given kind of action in an interpersonal situation will more or less permanently alter the way the trainee acts in that actual situation. Stated differently, that specific training will tend to negate or alter rather permanently the deep-seated personality predispositions to action in a specific type situation.

4) That the amount of alteration of personality predispositions will be a function of the amount of training given, and further, that this functional relationship can be described empirically.

5) That the alteration of the personality predispositions as a result of training will be sufficiently stable that one can describe a function precise enough to specify the relative amount of training essential to the negation of a given personality predisposition to action.

6) That if the above five hypotheses are capable of empirical verification then one can generalize the findings to the problem of altering a specific attitude, or related set of attitudes, held by an individual or held in common by a group of individuals. This would provide an empirically founded, scientifically described way of altering the interpersonal attitudes and ways of acting by an individual or a collection of individuals interacting one with another.

The body of this report consists of a narrative presentation

of the studies undertaken thus far, to which is appended a specific statement of the individual units in which the various questions were attacked.

COMPLETED RESEARCH

In June 1951, a research station was established at the Algiers Naval Base, Algiers, Louisiana, through the courtesy of Capt. A. A. Clarkson, Commanding Officer. The first study, utilizing the conceptual framework set forth by J. H. Rohrer in The Research Team Concept and the Cultural Pattern of Science (Amer. J. Psychiat., In press.), was exploratory in nature. Enlisted men (Ss) from the station were asked to report to the laboratory to participate in a series of "Visual Behavioristic Studies." These Ss were seen by a psychiatrist for a thirty-minute interview in which he attempted to rate each man in terms of dominant personality type, dominant defense mechanisms utilized, susceptibility to stress, as well as general group standing on a scale ranging from "unacceptable" to "outstanding." An individually administered Rorschach protocol was obtained for all Ss, who were also asked to complete a life history questionnaire which furnished information as to their family background, social class, and other pertinent items. Finally, they were introduced into a situation where they were asked to make a number of judgments of the distance which a point of light moved in a completely darkened room. The median of the series of judgments thus secured

from each S was assumed to represent a judgmental norm. At a later date men with significantly different judgmental norms were introduced into the same situation in pairs, and were required to make another series of judgments of the distance moved on each presentation of the light. Leadership was defined as occurring when the following conditions obtained:

- 1) individual norms of the two men were significantly different;
- 2) group norms of the two men were not significantly different;
- 3) one man shifted significantly his norm from the individual to the group situation; and 4) the other man showed no significant shift of norm between these two situations. Under these circumstances the man who showed a significant shift between individual and group norm was defined as the follower. Thus we have an operational definition of functional leadership; i.e., a leader is the individual who initiates and determines the direction that the activities of a second individual take.

At this point in the work considerable attention was given to the problem of increasing the precision of the criterion situation. The initial procedure was to utilize the autokinetic phenomenon (i.e., the apparent movement of a single stationary point of light in a completely darkened room) for both individual and group sessions. The difficulty with this procedure was that the experimenters (Es) found it impossible to predetermine the individual norm of judgment which would be formed. Hence, there always remained some Ss who could not be matched in pairs

since their norms were either too widely divergent or else not significantly different. A further complication in this regard was the generally large variability of the judgments which were found for any given S.

The first attempt to minimize this difficulty was to have constructed a plantograph, which permitted actual movement of the light source manually to the extent of 2, 4, or 8 inches. This was then employed in the individual norm formation sessions instead of the autokinetic stimulus. The device proved unsatisfactory in several respects: 1) the actual movement of the plantograph was confounded by the Ss with autokinetic effects, thus frustrating the attempt to predetermine the magnitude of resulting norms; 2) the fact of manual operation precluded precise control of the rate of movement; 3) exposure time remaining constant for each trial implied that without precise determination of rate of movement the full extent of intended movement was not accomplished on every trial or else there was an interval of no actual movement before the exposure was terminated.

Two means were utilized in an attempt to remedy the deficiency of the plantograph device first mentioned above: 1) for some time, not only was the plantograph movement used, but exposed concurrently with the plantograph light source was a stationary pinpoint "reference light." Even this added structure, however, did not produce predictable norms, since the "reference light"

itself was for some Ss a stimulus for autokinesis. 2) An alternative method of adding structure to the situation employed was that of "verbal reinforcement," a procedure in which E commented on S's judgments in an effort to influence the magnitude of the norm in the desired direction. In addition to failure to secure the desired results, this method suffered from the deficiency of being unsusceptible to strict control.

To overcome these difficulties another apparatus was constructed which permitted actual movement of the light stimulus in any direction and for any distance up to eight inches by means of a variable speed motor. This apparatus is fully described in a paper by J. H. Rohrer and E. L. Hoffman: An Apparatus for Studying the Perception and Judgment of Light Movement (To be published). It has been employed in all subsequent experimental work, utilizing distances of 2 and 8 inches, with structure added to the situation by employing in conjunction with the apparatus, luminous circular frameworks within which all movement occurs. The dimensions of the frameworks are given the Ss.

Individual norm formation sessions for the first group of Ss, i.e., the group judging autokinetic movement, were varied in length to comprise 30, 50, or 70 judgments. An analysis of the variability within each block of 10 trials was then employed to reveal that point in the process of norm formation where the minimum coefficient of variability occurred. This was determined

to be in the 5th block of trials, hence 50 judgments was selected as the optimum number of training trials for future use where this variable was not manipulated.

In the first study the Rorschachs obtained from the Ss were separately analyzed for the group who proved to be leaders (as defined above) and the followers. The result of this analysis yielded a group of six scoring categories in terms of which the two groups differed. The scoring categories are R, M o/o, Rej., MS (Minor Scores = $Dd + S + m + K + k$), P o/o, and A o/o.

The second study made use of 30 of the same Ss employed earlier, paired on the Rorschach variables which had been identified ad hoc as related to leadership. Ss were paired in terms of differences in as many of these categories as was feasible (four, five, or all six), and predictions made as to who would emerge as leaders in these pairs. Each S of a pair was then trained by giving a series of judgments, one to a two-inch norm, the other to an eight-inch norm, and the prediction tested in a paired session made up of fifty judgments of auto-kinetic movement. The previously specified criterion of leadership was employed.

The analysis of results of this study indicated that the Rorschach predictions made were not substantiated in the criterion situation. Further inspection led to the conclusion that under the conditions which had been employed in the norm formation and modification procedures, those men who were trained to a norm of

eight inches seemed to form more stable norms than those who were trained to the two-inch norm. This led to the hypothesis which was tested in the third study.

The third study was essentially an attempt to secure empirical verification of an assumption which had been employed implicitly in previous work, viz., that norms established by judgment of actual movement would generalize to a situation where autokinetic movement was the stimulus. A further object was to determine to what degree exposure time of the autokinetic stimulus determined the magnitude of movement reported. Thus, a 2 x 3 factorial design was employed that called for variation of distance of movement employed in the training session, and of the exposure time of the autokinetic stimulus. Experimental results supplied ample justification of the assumption of the generalizability of the judgmental norms. They further indicated that minimum distortion of these norms occurred when a five-second autokinetic exposure was employed. This study is completely reported in a paper by E. L. Hoffman, D. V. Swander, S. H. Baron and J. H. Rohrer: Generalization and Exposure Time as Related to Autokinetic Movement (To be published, J. exp. Psychol., Oct. 1953).

Utilizing the results of previous studies, a Rorschach Pattern Score was devised which would, it was hoped, permit prediction of functional leadership in the judgmental situation. This pattern score employed six scoring categories, five of

which had previously been isolated (P o/o was dropped and F o/o added), but weighted the data from these scores in such a way as to achieve maximum prediction. In the fourth study, then, 12 pairs of Ss matched on the derived Rorschach Pattern Score were tested in the criterion situation, as modified in accordance with the results of the third study.

Under these conditions, the Rorschach Pattern Score employed correctly predicted the relationships which obtained for six pairs of Ss, the predicted relationships were reversed for one pair, and for the remaining five pairs, no leader-follower relationship emerged. Utilizing both these results and those from previous studies, revision of the method of computing the pattern score was made.

An extensive normative analysis was made of the 136 individual Rorschach so far collected. These data are particularly interesting because the subjects represent a group infrequently reported upon: normal men of average intelligence. The normative findings are presented in Wedemeyer, Barbara: Rorschach statistics on a group of 136 normal men. (To be published.)

A further consequent of the large proportion of pairs in which no leader-follower relationship emerged was the design of a study to determine the stability of a norm as a function of the number of informational cues present during its establishment. A 2 x 2 x 2 factorial design was employed, the dimensions of which were: 1) visual cue (presence or absence of a luminous circular

framework within the confines of which movement occurred); 2) auditory cue (presence or absence of a distinctive auditory cue for judgments that were correct, too high, or too low); and 3) training distance (two or eight inches). From this experiment, the conclusion was reached that the presence of additional confirming cues in the training session had little or no effect on the stability of the norm formed under the various conditions.

In September 1952 the experimental station in Algiers was closed, and a new one opened on the campus of Tulane University. In addition to facilitating consultation between those personnel carrying on the present series of studies and other members of a social science research staff, this change made readily available a subject population (i.e., R.O.T.C. cadets) in many respects more typical of the officer candidates which will eventually be subject to the procedures currently being worked out.

CURRENT RESEARCH

The stability of a judgmental norm as effected by the frequency with which the norm has been employed, is currently being investigated. The design is a simple 2×3 factorial in which training distance and number of trials are varied. After a training session of 24, 48, or 72 trials to a norm of 2 or 8 inches, the S is introduced into an autokinetic judging situation with a confederate of the E, who distributes his judgments in a predetermined fashion about the norm other than the one to which

the S has been trained. It is anticipated that the smaller the number of training trials which the S has received, the more readily will he modify this norm toward agreement with the norm of the confederate.

Another study currently in progress seeks to test simultaneously a number of hypotheses. The central task involved is to validate the predictive power of the Rorschach Pattern Score (revised) on a sample drawn from a different population than that on which it was established. The population used for initial construction of this instrument, it will be recalled, was a group of naval enlisted men. The population currently being used is that of Army, Air Force, and Navy ROTC students enrolled at Tulane University.

The study is also concerned with testing certain assumptions about the use of the Rorschach for predictive purposes. Each S in this study is receiving a Rorschach administered individually as well as one administered by the Navy Group Method. The Navy Group Method calls for each S to write his own responses to the Rorschach cards as they are projected on a screen, after which he is seen for an individual inquiry. Since two psychometrists are participating in this phase of the work, we have the following 2 x 2 x 2 factorial design:

- 1) Sequence of administration:
 - a) Individual administration followed by group administration
 - b) Group administration followed by individual administration

- 2) Identity of psychometrist:
 - a) Psychometrist A
 - b) Psychometrist B
- 3) Homogeneity of psychometrist:
 - a) Same administrator for group and individual protocols
 - b) Different administrator for group and individual protocols

Not only does this design permit a test of the influence of the three main experimental variables enumerated (sequence, identity of psychometrist, and homogeneity of psychometrist) and their interactions, but any differences in the degree of similarity of the protocols obtained by the group administration method as compared to individual administration would be significant for future research using the Rorschach test.

A third group of assumptions are being tested with respect to the psychiatric interviews which all Ss in this experiment are receiving. A summary of the interview is recorded by the psychiatrist immediately after he has seen each S, and this summary is used in the following manner: 1) The summaries are grouped for each pair of Ss, and submitted to practicing psychiatrists who, without knowledge of Rorschach results, attempt to predict which of the pair will exhibit leadership as defined, or whether no leadership pattern will emerge. 2) The summaries are subjected to a content analysis, and the results of this content analysis are compared with the results of a content analysis performed on interpretations of the Rorschach protocols, with the hypothesis that a significant correlation between the two should obtain.

Research plans are being completed for a study of the social facilitation of training. The notion involved here is the simultaneous training of two Ss to a given norm of actual movement, thus: a) giving the strong reinforcement of social agreement to the strength of the norm formed under these circumstances, and b) increasing the similarity between training and test sessions. This training procedure may be utilized for the investigation of any relevant variable.

A multi-variable study is also contemplated. It can be shown that the stability of a judgmental norm when subjected to interpersonal influences is a function which is predictable by means of a Rorschach Pattern Score, and/or psychiatric impressions, and that the stability is also a function of training (past experiences), then it should be possible to specify the function of both of these factors subjected to simultaneous experimental variation. Thus, for example, an S who obtained a lower Rorschach Pattern Score, but who was given a greater number of training trials might be expected to exhibit the same degree of stability of this norm as an S who achieved a higher Rorschach Pattern Score but was given fewer training trials, (i.e., training altering the leadership potential in the personality structure).

One final point should be made concerning the findings in all the studies we are carrying out that involve autokinetic judgment. We have chosen to present them in a framework of learning, personality and leader-follower variables. Since

autokinetic movement judgments are in fact, expressions of internalized opinions (in reality there is no movement) the results could be interpreted within the general framework of a systematic experimental study of attitude formation and experimental modification. We are planning such an interpretation.

APPENDIX

DESCRIPTION OF STUDIES CARRIED OUT UNDER SPONSORSHIP OF THIS CONTRACT

TECHNICAL PERSONNEL WORKING ON PROJECT

J. H. Rohrer, Task Director. Part time.

E. L. Hoffman, Research Associate. Full time.

Barbara Wedemeyer, Psychometrician. Full time.

Barbara Lemann, Psychometrician. Part time.

D. V. Swander, Graduate Research Asst. Part time.

Seymour H. Baron, Graduate Research Asst. Part time.

Dr. S. Barkoff, Psychiatric Associate. Part time.

Dr. H. I. Lief, Psychiatric Associate. Part time.

Dr. R. R. Monroe, Psychiatric Associate. Part time.

Dr. Jerome Schroff, Psychiatric Associate. Part time.

Dr. William Thompson, Psychiatric Associate. Part time.

Dr. H. K. Wynne, Psychiatric Associate. Part time.

STUDY I

EXPLORATORY

Problem: To determine in a general way the operations of different combinations of variables in the criterion situation (number of trials in individual sessions, distance of movement, adequacy of apparatus, amount of structure), and to determine the relationship between various Rorschach response categories and the functional leader-follower relationship demonstrated in the criterion situation.

Method and Design: Ss were seen by a psychiatrist for a 30 minute interview, were given an individually administered Rorschach, were asked to complete a life history questionnaire, and were then individually introduced into a situation where they were asked to make a number of judgments of the distance which a point of light moved in a completely darkened room. At a later date men with significantly different judgmental norms were introduced into the same situation in pairs, and required to make another series of judgments of the distance moved on each presentation of the light. Leadership was defined as occurring when

the following conditions obtained: 1) individual norms of the two Ss were significantly different; 2) group norms of the two Ss were not significantly different; 3) one man shifted significantly his norm from the individual to the group situation; and 4) the other man showed no significant shift of norm between these two situations. Under these circumstances the man who showed a significant shift between individual and group norm was defined as the follower and his partner as a leader.

Factors varied were: 1) number of training trials; 2) degree of structure of training session; 3) apparatus used as stimulus during training session; and 4) extent of movement (when actual movement was employed.)

Subjects: 116 Navy enlisted men, stationed at the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed.

STUDY I-a

VARIABILITY OF NORMS

Problem: To determine the optimum number of trials necessary to produce a norm of minimum variability.

Method and Design: An analysis of the variability of judgments within each block of 10 successive trials was made to determine the block in which the minimum coefficient of variability obtained.

Subjects: 116 Navy enlisted men, stationed at the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed.

STUDY II

LEADERSHIP AS A FUNCTION OF RORSCHACH SCORES

Problem: To determine whether subjects paired in terms of different scores on certain Rorschach variables identified in Study I as being associated with functional leadership (R, M o/o, Rej., MS, P o/o, and A o/o) will show predictable patterns of leader-follower relationships in a situation calling for formation and modification of judgmental norms.

Method and Design: Subjects who had previously been used in experimental work were re-matched in terms of an analysis of Rorschach variables. Subjects were paired in terms of differences in as many of these categories as was feasible (four, five, or all six), and predictions made as to who would emerge as leaders in these pairs. The Ss were then trained by a series of 50 judgments, one to a two-inch norm, the other to an eight-inch norm, and then paired for fifty judgments of autokinetic movement. The design was 2 x 2 factorial, the dimensions being dominance (leader or follower in terms of Rorschach score) and training distance (two or eight inches).

Subjects: Thirty enlisted men from the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed.

STUDY III

GENERALIZATION AND EXPOSURE TIME AS RELATED TO AUTOKINETIC MOVEMENT

Problem: To determine whether norms of judgment formed in reference to actual movement will be generalized to situations where the stimulus is apparent movement; whether the magnitude of judgment of autokinetic movement is a function of the duration of exposure of the autokinetic stimulus; and whether norms of judgment of actual movement within a luminous framework of known size will differ significantly from the extent of actual movement.

Method and Design: A 2 x 3 factorial design was employed which called for variation of distance of movement employed in training trials (two or eight inches) and of the exposure time of the autokinetic stimulus (3, 5, or 7 seconds).

Subjects: Forty-two enlisted men from the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed and accepted for publication.

STUDY IV

RORSCHACH PATTERN SCORE PREDICTION OF LEADERSHIP

Problem: To determine whether individuals who achieve higher scores on a particular (weighted) pattern of Rorschach responses will show a greater stability of norms than individuals who have a lower score for this pattern.

Method and Design: A 2 x 2 factorial design was used in which the dimensions were Rorschach Pattern Score (high or

low) and training distance (two or eight inches). Individuals with high and low pattern scores were paired for judgment of autokinetic movement.

Subjects: Twenty-four enlisted men from the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed.

STUDY V

MULTIPLE REINFORCEMENT STUDY

Problem: To determine whether there will be a significant difference in the stability of a judgmental norm as a function of the number of informational cues present during its establishment.

Method and Design: A 2 x 2 x 2 factorial design was employed, the dimensions of which were: 1) visual cue (present or absent), 2) auditory cue (present or absent), and 3) training distance (two or eight inches). The visual cue consisted of a luminous circular framework either six or 14 inches in diameter, within the confines of which the movement occurred, and the dimensions of which were made known to the S. The auditory cue consisted of a musical tone sounded when the judgment of the S deviated less than one inch from the extent of physical movement, a high pitched buzzer sounded when the judgment was one inch or more greater than the extent of physical movement, and a low pitched buzzer sounded when the judgment was one inch or more less than the extent of physical movement. After a training

session under one of the eight conditions specified, the Ss were re-introduced into the experimental situation and given fifty presentations of an autokinetic stimulus for judgment.

Subjects: Fifty-six men drawn from the Prisoner Detachment of enlisted men at the Algiers Naval Base, Algiers, Louisiana.

Progress: Study completed.

STUDY VI

NORM STABILITY AS A FUNCTION OF FREQUENCY

Problem: To determine whether the stability of a judgmental norm is in part a function of the frequency with which this norm has been employed in the past behavior of the person.

Method and Design: A 2 x 3 factorial design is employed, the dimensions of which are: 1) the number of training trials given (24, 48, or 72), and 2) the distance of objective movement used as a basis for formation of the norm (two or eight inches). Each S, after training under one of these six conditions is given a "break" of from five to fifteen minutes. He is then brought back to the experimental room for a group (test) session of 48 trials. The "partner" in this session (ostensibly another S) is a confederate of E who is seated in the completely darkened experimental room when the S is introduced to the situation. The judgments of this confederate are distributed around the norm other than the one to which the S has been trained.

Subjects: Forty-eight men selected from undergraduate

students in physical education and military science classes at Tulane University.

Progress: Fifteen Ss have been processed to date.

STUDY VII

RORSCHACH TEST RELIABILITY, AND VALIDITY OF RORSCHACH PATTERN SCORE

Problem: To determine whether a Rorschach Pattern Score developed on the basis of previous testing as revised for use in the present study will be able to predict leader-follower relationships which develop in a situation of norm formation and modification; whether significant differences will be found in test results obtained by administration of the Rorschach by the Naval Group Method as contrasted with the conventional individual administration; whether significant differences will be found between Rorschach results obtained by two different psychometrists; whether administration of group and individual Rorschachs to the same Ss yields significantly different results as a function of whether the two administrations are by the same or different individuals; whether the sequence of administration of group and individual Rorschachs to the same Ss influences the results obtained; whether psychiatric interviews may be used to predict leader-follower relationships which develop in a situation of norm formation and modification; and whether psychiatric interview protocols will show significant correlation with Rorschach interpretations when both are subjected to content analysis.

Method and Design: A 2 x 2 x 2 factorial design is employed, the dimensions of which are: 1) sequence of Rorschach administration, 2) identity of psychometrist who administers Rorschach, and 3) homogeneity of psychometrist. Each S is given two Rorschachs, one individually administered, and one as a member of a group. He is also interviewed by a psychiatrist following the individual Rorschach. On the basis of the protocol obtained from the individual Rorschach administration, a Rorschach Pattern Score (RPS) is computed, which is assumed to vary directly as a function of his leadership potential.

The obtained RPS is used as a basis for assigning Ss to an autokinetic test group. Part of the Ss are paired for a difference in RPS, in which case it is predicted that the individual with the higher RPS will emerge as leader; others are paired for no difference in RPS, in which case it is predicted that no leader-follower relationship will emerge. The psychiatric evaluations are grouped for each pair of Ss and submitted to a psychiatrist who, without knowledge of Rorschach results, attempts to predict which of the pair will exhibit leadership, or whether no leadership will emerge. The criterion measure here is the same employed in previous studies, i.e., extent of modification of a judgmental norm.

Subjects: Forty-eight male undergraduates of Tulane University enrolled in Army, Navy, or Air Force R.O.T.C. programs.

Progress: All Ss have been processed through the psychiatric interview and group and individual Rorschachs. Thirty Ss have been processed through the criterion situation.